



OFFICE OF THE GOVERNOR
COMMONWEALTH OF MASSACHUSETTS
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CHARLES D. BAKER
GOVERNOR

KARYN E. POLITICO
LIEUTENANT GOVERNOR

**ORDER SUSPENDING CERTAIN PROVISIONS
OF THE OPEN MEETING LAW, G. L. c. 30A, § 20**

WHEREAS, on March 10, 2020, I, Charles D. Baker, Governor of the Commonwealth of Massachusetts, acting pursuant to the powers provided by Chapter 639 of the Acts of 1950 and Section 2A of Chapter 17 of the General Laws, declared that there now exists in the Commonwealth of Massachusetts a state of emergency due to the outbreak of the 2019 novel Coronavirus (“COVID-19”); and

WHEREAS, many important functions of State and Local Government are executed by “public bodies,” as that term is defined in G. L. c. 30A, § 18, in meetings that are open to the public, consistent with the requirements of law and sound public policy and in order to ensure active public engagement with, contribution to, and oversight of the functions of government; and

WHEREAS, both the Federal Centers for Disease Control and Prevention (“CDC”) and the Massachusetts Department of Public Health (“DPH”) have advised residents to take extra measures to put distance between themselves and other people to further reduce the risk of being exposed to COVID-19. Additionally, the CDC and DPH have advised high-risk individuals, including people over the age of 60, anyone with underlying health conditions or a weakened immune system, and pregnant women, to avoid large gatherings.

WHEREAS, sections 7, 8, and 8A of Chapter 639 of the Acts of 1950 authorize the Governor, during the effective period of a declared emergency, to exercise authority over public assemblages as necessary to protect the health and safety of persons; and

WHEREAS, low-cost telephone, social media, and other internet-based technologies are currently available that will permit the convening of a public body through virtual means and allow real-time public access to the activities of the public body; and

WHEREAS section 20 of chapter 30A and implementing regulations issued by the Attorney General currently authorize remote participation by members of a public body, subject to certain limitations;

NOW THEREFORE, I hereby order the following:

(1) A public body, as defined in section 18 of chapter 30A of the General Laws, is hereby relieved from the requirement of section 20 of chapter 30A that it conduct its meetings in a public place that is open and physically accessible to the public, provided that the public body makes provision to ensure public access to the deliberations of the public body for interested members of the public through adequate, alternative means.

Adequate, alternative means of public access shall mean measures that provide transparency and permit timely and effective public access to the deliberations of the public body. Such means may include, without limitation, providing public access through telephone, internet, or satellite enabled audio or video conferencing or any other technology that enables the public to clearly follow the proceedings of the public body while those activities are occurring. Where allowance for active, real-time participation by members of the public is a specific requirement of a general or special law or regulation, or a local ordinance or by-law, pursuant to which the proceeding is conducted, any alternative means of public access must provide for such participation.

A municipal public body that for reasons of economic hardship and despite best efforts is unable to provide alternative means of public access that will enable the public to follow the proceedings of the municipal public body as those activities are occurring in real time may instead post on its municipal website a full and complete transcript, recording, or other comprehensive record of the proceedings as soon as practicable upon conclusion of the proceedings. This paragraph shall not apply to proceedings that are conducted pursuant to a general or special law or regulation, or a local ordinance or by-law, that requires allowance for active participation by members of the public.

A public body must offer its selected alternative means of access to its proceedings without subscription, toll, or similar charge to the public.

(2) Public bodies are hereby authorized to allow remote participation by all members in any meeting of the public body. The requirement that a quorum of the body and the chair be physically present at a specified meeting location, as provided in G. L. c. 30A, § 20(d) and in 940 CMR 29.10(4)(b), is hereby suspended.

(3) A public body that elects to conduct its proceedings under the relief provided in sections (1) or (2) above shall ensure that any party entitled or required to appear before it shall be able to do so through remote means, as if the party were a member of the public body and participating remotely as provided in section (2).

(4) All other provisions of sections 18 to 25 of chapter 30A and the Attorney General's implementing regulations shall otherwise remain unchanged and fully applicable to the activities of public bodies.

This Order is effective immediately and shall remain in effect until rescinded or until the State of Emergency is terminated, whichever happens first.

Given in Boston at 1:40 PM this 12th day of
March, two thousand and twenty.

Charles D. Baker

CHARLES D. BAKER
GOVERNOR
Commonwealth of Massachusetts



Town of Arlington Notice of Meeting

In accordance with the provisions of Massachusetts General Laws, Chapter 39, Section 23B, notice is hereby given of a meeting of the:

Finance Committee

Wednesday, April 7, 2021

7:30 p.m. – 10 p.m.

Conducted by Remote Participation - Zoom Meeting

AGENDA ITEMS:

- Virtual Open Meeting protocol and roll call
- Chair's comments
- Call for budgets
- Minutes for approval
- New business
- Adjourn

Charlie Foskett is inviting you to a scheduled Zoom meeting.

Topic: Finance Committee Meeting

Time: April 7, 2021 07:30 PM Eastern Time (US and Canada)

Register in advance for this meeting:

<https://town-arlington-ma-us.zoom.us/meeting/register/tJwofumgpzItG9eKlPf-kigDj22eZFQ5YxNI>

After registering, you will receive a confirmation email containing information about joining the meeting

Members of the public are asked to send written comments to ediggins@town.arlington.ma.us

Documents regarding agenda items will be made available via the Town's website.

<https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

By Charlie Foskett, Chairman Finance Committee

"CONSOLIDATED" FY22 SEWER AND WATER BUDGET AMOUNTS FOR EXPLAINING OFFSETS AND INDIRECT CHARGES:

Prepared for Arlington Finance Committee via Zoom by Grant Gibian April 7 2020 2nd year of Covid-19

	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
6505006 Consolidated SEWER COLLECTION & WATER/SEWER PROPERTIES					
5101 SALARIES & WAGES (see below detail)	1,037,856	1,143,988	1,186,944	42,956	3.75%
6505013 Consolidated INDIRECT CHARGES - SEWER COLLECTION & WATER DISTRIBUTION					
5707 RETIREMENT COSTS (see BB pg 154: Retirement Budget) 5713 HEALTH BENEFITS (rev.BB page 160: Health Ins Budget) 5903 INDIRECT COSTS (see below detail)	1,206,394 568,826 699,376	1,344,140 565,330 719,872	1,425,766 646,332 766,866	81,626 81,002 46,994	6.07% 14.33% 6.53%
6505013 SUBTOTAL INDIRECT CHARGES - SEWER & WATER	2,474,596	2,629,342	2,838,964	209,622	7.97%
Salaries And Wages detailed: 2022 Budget details and sources					
Engineering , p 90 & p91 DPW Admin portion, p 94 & p 95 (Total DPW Admin \$306,910-\$35,000 Rec Rev Fund) Highway, p 98 & p 99 Motor Equip Repair, p 104 & p 105 Total	\$279,946 \$271,910 \$445,893 \$189,194 1,186,943				
Health Benefits (see Att A "Health Ins Offsets Calc FY2021) DPW portion Other (\$54,189 Rec, \$28,240 Arena, \$45,238 Retirement Ent funds) Total (see revised Health Ins budget, Health Insurance Offset)					
INDIRECT COSTS (see "Att B W/S Offsets Calculated)					
Selectboard			34,812		p22 & p 23
Town Manager			182,629		p26 & p27
HR			18,495		p30 & p 31
IT			229,328		p34 & p35
Comptroller			31,529		p38 & p39
Treasurer			115,423		p42 & p43
Postage			38,861		p46
Legal			115,788		p54& p55
Total indirect	646,332	127,667	766,865	363,433	p 164 & p 166, and below
50% of Total Indirect	363,433	77,3,999			

		2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
6505006 SEWER COLLECTION SYSTEM						
5101 DPW STAFF INDIRECT CHARGES p164 (formerly titled "Salary & Wages")	518,928	571,994	593,472	21,478		3.75%
6505504 WATER/SEWER PROPERTIES						
5101 SALARIES & WAGES (BB page 167)	518,928	571,994	593,472	21,478		3.75%
6505013 INDIRECT CHARGES - SEWER						
Act's 5701 & 5702 : Workers and Unemployment comp placeholders	7,500	7,500	7,500			
5707 RETIREMENT COSTS	603,197	672,070	712,883	40,813	6.07%	
5713 HEALTH BENEFITS (Health Cost from line 14 of health offset sheet)	284,413	282,665	323,166	40,501	14.71%	
5903 INDIRECT COSTS (Administrative Expense Offset, line 10 of offset page)	349,688	359,936	383,433	23,497	6.53%	
6505013 SUBTOTAL INDIRECT CHARGES - SEWER	1,244,798	1,322,171	1,426,982	104,811		7.93%
6505513 INDIRECT CHARGES - WATER (p166)						
Act's 5701 & 5702 : Workers and Unemployment comp placeholders	2,000	2,000	2,000			
5707 RETIREMENT COSTS	603,197	672,070	712,883	40,813	6.07%	
5713 HEALTH BENEFITS (Health Cost from line 15 of health offset sheet)	284,413	282,665	323,166	40,501	14.71%	
5903 INDIRECT COSTS	349,688	359,936	383,433	23,497	6.53%	
6505513 SUBTOTAL INDIRECT CHARGES - WATER	1,239,298	1,316,671	1,421,482	104,811		7.96%

Health Cost from line 14 of health offset sheet (att a)
 Administrative Expense Offset, line 10 of W/S offset page (att b)

Health Cost from line 15 of health offset sheet (att a)

WATER & SEWER

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
6505006 SEWER COLLECTION SYSTEM						
5101 DPW STAFF INDIRECT CHARGES	519,334	518,928	571,994	593,472	21,478	3.75%
SUBTOTAL SEWER COLLECTION SYSTEM	519,334	518,928	571,994	593,472	21,478	3.75%
6505013 INDIRECT CHARGES - SEWER						
5701 WORKERS COMP COST	6,000	6,000	6,000	6,000	-	0.00%
5702 UNEMPLOYMENT COMPENSATION	1,500	1,500	1,500	1,500	-	0.00%
5707 RETIREMENT COSTS	569,976	603,197	672,070	712,883	40,813	6.07%
5713 HEALTH BENEFITS	265,179	284,413	282,665	323,166	40,501	14.33%
5903 INDIRECT COSTS	339,218	349,688	359,936	383,433	23,497	6.53%
6505013 SUBTOTAL INDIRECT CHARGES - SEWER	1,181,873	1,244,798	1,322,171	1,426,982	104,811	7.93%
6505082 SEWER COLLECTION EXPENSES						
5202 CONTRACTED SERVICES	51,455	17,274	70,000	75,000	5,000	7.14%
5211 ELECTRICITY	18,473	14,506	29,000	29,000	-	0.00%
5218 TRAINING	-	-	2,000	2,000	-	0.00%
5224 MATERIALS AND SUPPLIES	31,675	28,445	24,000	24,000	-	0.00%
6505082 SUBTOTAL SEWER COLLECTION	101,603	60,225	125,000	130,000	5,000	4.00%
6505011 MWRA ASSESSMENT - SEWER						
5630 MWRA ASSESSMENT	8,649,531	8,906,608	9,265,594	9,243,053	(22,541)	-0.24%
6505011 SUBTOTAL MWRA ASSESSMENT - SEWER	8,649,531	8,906,608	9,265,594	9,243,053	(22,541)	-0.24%

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
6505002 SEWER DEBT SERVICE/SEWER CAPITAL						
5760 SEWER DEBT SERVICE - NON MWRA P & I	275,250	328,950	326,382	285,232	(41,150)	-12.61%
5761 SEWER DEBT SERVICE - MWRA LOAN PROGRAM	60,876	65,999	110,250	130,250	20,000	18.14%
6505002 SUBTOTAL DEBT SERVICE/SEWER CAPITAL	336,126	394,949	436,632	415,482.0	(21,150)	-4.84%
6505003 SEWER REHAB						
5580 SEWER REHAB	100,000	19,983	100,000	100,000	-	0.00%
6505003 SUBTOTAL SEWER REHAB	100,000	19,983	100,000	100,000	-	0.00%
TOTAL SEWER COLLECTION SYSTEM	10,888,467	11,145,491	11,821,391	11,908,989	87,598	0.74%
6505007 STORM SEWERS COLLECTION SYSTEM						
5202 CONTRACTED SERVICES	4,000	16,874	71,000	71,000	-	0.00%
5224 MATERIALS AND SUPPLIES	-	-	5,000	5,000	-	0.00%
5580 REHAB STORM SEWERS	63,067	78,149	250,000	300,000	50,000	20.00%
6505007 TOTAL STORM SEWERS COLLECTION	67,067	95,023	326,000	376,000	50,000	15.34%

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
6505502 WATER DISTRIBUTION SYSTEM						
5101 SALARIES & WAGES	866,924	937,487	1,097,082	1,003,426	(93,656)	-8.54%
5102 SALARIES & WAGES - TEMP	1,268	2,483	5,000	5,000	-	0.00%
5103 OVERTIME	164,394	179,010	188,344	193,053	4,709	2.50%
5111 DOUBLE TIME	46,736	65,634	53,813	55,158	1,345	2.50%
5119 OUT OF GRADE PAY	9,871	11,231	6,663	6,830	167	2.51%
5141 CLOTHING ALLOWANCE	4,400	5,775	6,300	6,300	-	0.00%
5156 LONGEVITY	9,912	11,387	11,327	6,780	(4,547)	-40.14%
5160 CLEANING ALLOWANCE	300	425	850	850	-	0.00%
5260 STIPENDS	20,800	21,160	20,800	20,800	-	0.00%
6505502 SUBTOTAL WATER DISTRIBUTION	1,124,605	1,234,592	1,390,179	1,298,197	(91,982)	-6.62%
6505513 INDIRECT CHARGES - WATER						
5701 WORKERS COMP COST	1,000	1,000	1,000	1,000	-	0.00%
5702 UNEMPLOYMENT COMPENSATION	1,000	1,000	1,000	1,000	-	0.00%
5707 RETIREMENT COSTS	569,976	603,197	672,070	712,883	40,813	6.07%
5713 HEALTH BENEFITS	265,179	284,413	282,665	323,166	40,501	14.33%
5903 INDIRECT COSTS	339,218	349,688	359,936	383,433	23,497	6.53%
6505513 SUBTOTAL INDIRECT CHARGES - WATER	1,176,373	1,239,298	1,316,671	1,421,482	104,811	7.96%
6505582 WATER DISTRIBUTION						
5202 CONTRACTED SERVICES	47,622	169,079	121,200	216,200	95,000	78.38%
5218 TRAINING	3,431	11,459	5,000	5,000	-	0.00%
5224 MATERIALS AND SUPPLIES	121,326	124,862	227,755	227,755	-	0.00%
6505582 SUBTOTAL WATER DISTRIBUTION	172,379	305,399	353,955	448,955	95,000	26.84%

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
6505511 MWRA ASSESSMENT - WATER						
5630 MWRA ASSESSMENT	5,207,787	5,426,865	5,618,325	5,984,120	365,795	6.51%
6505511 SUBTOTAL MWRA ASSESSMENT - WATER	5,207,787	5,426,865	5,618,325	5,984,120	365,795	6.51%
TOTAL WATER DISTRIBUTION SYSTEM	7,681,144	8,206,154	8,679,130	9,152,754	473,624	5.46%
6505504 WATER/SEWER PROPERTIES						
5101 SALARIES & WAGES	519,334	518,928	571,994	593,472	21,478	3.75%
6505504 SUBTOTAL WATER/SEWER PROPERTIES	519,334	518,928	571,994	593,472	21,478	3.75%
6505506 REHAB WATER SYSTEM CAPITAL						
5580 REHAB WATER MAINS	14,416	58,485	100,000	100,000	-	0.00%
6505506 SUBTOTAL REHAB WATER SYSTEM CAPITAL	14,416	58,485	100,000	100,000	-	0.00%
6505509 WATER DEBT SERVICE DEBT/WATER CAPITAL						
5760 WATER DEBT SERVICE - MWRA LOAN PROGRAM	886,100	700,600	850,600	980,600	130,000	15.28%
6505509 SUBTOTAL DEBT SERVICE/CAPITAL PROJECTS	886,100	700,600	850,600	980,600	130,000	15.28%
6505514 WATER/SEWER PROPERTIES						
5211 ELECTRICITY	21,035	18,974	28,600	28,600	-	0.00%
5214 NATURAL GAS	29,544	26,431	35,000	35,000	-	0.00%
5530 GREAT MEADOWS EXPENSES	2,380	2,048	4,000	4,000	-	0.00%
6505514 SUBTOTAL WATER/SEWER PROPERTIES	52,959	47,454	67,600	67,600	-	0.00%
6505516 WATER DEBT SERVICE DEBT/WATER CAPITAL						
5760 WATER DEBT SERVICE - PRINCIPAL & INTEREST	182,172	238,050	358,463	215,513	(142,950)	-39.88%
6505516 SUBTOTAL DEBT SERVICE/CAPITAL PROJECTS	182,172	238,050	358,463	215,513	(142,950)	-39.88%

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
6505519 HYDRANT REPLACEMENT PROGRAM						
5830 HYDRANT & VALVE REPLACEMENT PROGRAM	21,840	25,520	100,000	50,000	(50,000)	-50.00%
6505519 SUBTOTAL HYDRANT REPLACEMENT PROGRAM	21,840	25,520	100,000	50,000	(50,000)	-50.00%
6505520 SMALL EQUIPMENT						
5890 SMALL EQUIPMENT	-	10,446	5,000	5,000	-	0.00%
6505520 SUBTOTAL SMALL EQUIPMENT	-	10,446	5,000	5,000	-	0.00%
6505522 WATER CAPITAL EQUIP						
5851 CAPITAL EQUIP	-	457,000	77,000	139,000	62,000	80.52%
6505522 SUBTOTAL WATER CAPITAL EQUIP	-	457,000	77,000	139,000	62,000	80.52%

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
TOTAL WATER DISTRIBUTION SYSTEM						
	1,676,821	2,056,483	2,130,657	2,151,185	20,528	0.96%
PERSONNEL SERVICE SUMMARY						
EXPENSES SUMMARY	2,163,273	2,272,448	2,534,167	2,485,141	(49,026)	-1.93%
MWRA ASSESSMENT	394,008	508,101	872,555	1,022,555	150,000	17.19%
INDIRECT CHARGES	13,857,318	14,333,473	14,883,919	15,227,173	343,254	2.31%
CAPITAL AND DEBT	678,436	699,376	719,872	766,866	46,994	6.53%
HEALTH INSURANCE	1,540,654	1,905,033	2,027,695	2,005,595	(22,100)	-1.09%
RETIREMENT	530,358	568,826	565,330	646,332	81,002	14.33%
WORKERS COMP/UNEMPLOYMENT	1,139,952	1,206,394	1,344,140	1,425,766	81,626	6.07%
TOTAL EXPENSES	9,500	9,500	9,500	9,500	-	0.00%
TOTAL REVENUES	20,313,499	21,503,151	22,957,178	23,588,928	631,750	2.75%
BALANCE	324,906	(843,336)	-	-	-	-
WATER/SEWER ENTERPRISE						
4972 TRANSFER FROM GENERAL FUND	(5,593,112)	(5,593,112)	(3,691,454)	(1,845,727)	1,845,727	-50.00%
421000 USER CHARGES RECEIVABLE	(14,056,323)	(16,199,396)	(18,895,221)	(21,372,698)	(2,477,477)	13.11%
421100 WATER LIENS	(169,711)	(200,462)	(200,462)	(200,462)	-	0.00%
421900 INTEREST & PENALTIES	(53,570)	(50,054)	(50,054)	(50,054)	-	0.00%
422900 CONNECTION FEES	(115,876)	(119,987)	(119,987)	(119,987)	-	0.00%
USE OF RETAINED EARNINGS		(183,476)			-	-
TOTAL WATER/SEWER REVENUE	(19,988,593)	(22,346,487)	(22,957,178)	(23,588,928)	(631,750)	2.75%

FY 2022 SALARY DETAIL			FY2022							FY2021		FY2022				
			FTE	BU	Grade	Step	Step	Min	Max	Budget Book	New Pay	Base	Step	Longevity	Total	
WATER & SEWER	Previous	Job														
STONEKING	TASSINARI	SUPERVISOR WATER AND SEWER	1.00	SEIU	9	6	6	64,865	85,609	83,930	77,975	77,975	0	780	78,755	
SANCHEZ		WORKING FOREMAN WATER/SEWER	1.00	MC	8	6	6	51,365	63,642	63,642	63,642	63,642	0	1,300	64,942	
SHAW, SR	STONEKING	WORKING FOREMAN WATER/SEWER	1.00	MC	8	6	6	51,365	63,642	63,642	63,642	63,642	0	300	63,942	
LARSON		ACCOUNTANT/OPERATIONS ASSIST	1.00	OFFA	6	8	8	44,851	59,058	59,058	59,058	59,058	0	1,100	60,158	
BAKER		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	5	5	49,861	61,826	55,733	58,339	56,084	2,255	0	58,339	
VACANT	SEARS	MOTOR EQUIPMENT OPERATOR III (3)	1.00	MC	6	6	6	47,732	59,257	59,257	59,257	59,257	0	0	59,257	
DEVLIN		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	61,826	61,826	61,826	0	500	62,326	
OCONNELL		ME GR III	1.00	MC	6	6	6	47,732	59,257	59,257	59,257	59,257	0	500	59,757	
SCHANDA	ENWRIGHT	WATER ACCOUNT CLERK	1.00	ATP	3	8	8	46,101	60,676	59,652	60,676	60,676	0	900	61,576	
VACANT	NAUGHTON	MOTOR EQUIPMENT OPERATOR II	1.00	MC	4	1	1	43,618	54,204	43,618	43,618	43,618	0	0	43,618	
DARDONIS	SHAW, SR	WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	61,826	61,826	61,826	0	300	62,126	
INTERRANTE		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	61,826	61,826	61,826	0	300	62,126	
SKERRY		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	61,246	61,826	61,826	0	300	62,126	
SEARS	COLARUSSO	WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	5	5	49,861	61,826	61,246	58,339	56,084	2,255	0	58,339	
SHEPARD		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	61,826	61,826	61,826	0	500	62,326	
Retired - Not replaced	NORTON	MANAGER SOFTWARE DEVELOPMENT	1.00	SEIU	14	9	9	89,639	118,308	118,308	0	0	0	0	-	
DANTON		WATER/SEWER ACCOUNT MANAGER	1.00	SEIU	4	6	6	52,808	69,700	61,190	63,482	61,190	2,292	0	63,482	
TAXATION TOTAL:			17.00							1,097,082	976,415	969,613	6,802	6,780	983,195	

**W/S Offsets Calculated
for Other Support Departments and Other DPW Divisions
FY-22**

Recommended percentages from Powers and Sullivan study.

Other Town Department Offsets

		FY-21 Voted Budget	Recommended Offset Percent	FY-22 Offset
1)	Postage	224,730	17.29%	38,861
2)	Select Board	591,060	5.89%	34,812
3)	Town Manager	955,693	19.11%	182,629
4)	Human Resources	383,191	4.83%	18,495
5)	Information Technology	1,266,267	18.11%	229,328
6)	Comptroller	376,989	8.36%	31,529
7)	Treasurer/Collector	830,977	13.89%	115,423
8)	Legal	603,822	19.18%	115,788
9)	Total 1) - 8)			766,865
10)	Sewer Indirect	(50% of #9)		383,433
11)	Water Indirect	(50% of #9)		383,433

Other DPW Division Offsets

		FY-21 Voted Budget	Recommended Offset Percent	FY-22 Offset
12)	Administration	543,820	50.00%	271,910
13)	Engineering	451,525	62.00%	279,946
14)	Highway (without S.Waste)	2,229,465	20.00%	445,893
15)	MER	630,646	30.00%	189,194
16)	Total 12) - 15)			1,186,943
17)	W/S Sewer Wages Offset	(50% of #16)		593,472
	W/S Sewer Wages Offset	(50% of #16)		593,472

Health Insurance Offsets Calculation FY 2022

		FY22 Health Cost	Recommended Offset Percent	FY-22 Offset
1)	Select Board	114,350	15.06%	17,216
2)	Town Manager	65,879	15.06%	9,919
3)	Personnel	24,683	15.06%	3,717
4)	Information Technology	135,006	15.06%	20,326
5)	Comptroller	122,083	15.06%	18,380
6)	Treasurer/Collector	149,745	15.06%	22,545
7)	Legal	89,230	15.06%	13,434
8)	Administration	178,308	50.00%	89,154
9)	Engineering	178,308	62.00%	110,551
10)	Highway (without S.Waste)	382,022	20.00%	76,405
11)	MER	145,465	30.00%	43,640
12)	Water Division	221,044	100.00%	221,044
13)	Total 1) - 12)			646,331
14)	HEALTH Offset - Sewer	(50% of #13)		323,166
15)	HEALTH Offset - Water	(50% of #13)		323,166
	Water & Sewer Enterprise Subtotal			646,332
Other Insurance Costs charged directly to Enterprise Fund & Retirement Office				
	Recreation	54,189	1.0000	54,189
	Ed Burns Arena	28,240	1.0000	28,240
	Retirement	45,238	1.0000	45,238
	Other Enterprise & Retirement Subtotal			127,667
	Total Health Insurance Offset			773,999

Note: Departmental health insurance costs include current employees and retirees

Retirement Offsets Calculated FY-21

	Current	Recommended	FY-20
	Retirement Cost	Offset Percent	Offset
1)			
2) Board of Selectmen	274,671	0.1506	41,352
3) Town Manager	171,670	0.1506	25,845
4) Personnel	68,668	0.1506	10,338
5) Information Technology	34,334	0.1506	5,169
6) Comptroller	446,341	0.1506	67,197
7) Treasurer/Collector	480,675	0.1506	72,366
8) Legal	103,002	0.1506	15,507
9) Facilities	68,668	0.1506	10,338
9) Administration	412,007	0.5000	206,004
10) Engineering	171,670	0.6200	106,435
11) Highway (without S.Waste)	1,682,362	0.2000	336,472
12) Motor Vehicle Equipment Repair	274,671	0.3000	82,401
Water Division	446,341	1.0000	446,341
13)	Total 1) - 12)		1,425,765
14)			
17) W/S Retirement Offset - Sewer	(50% of #13))		712,883
W/S Retirement Offset - Water	(50% of #13))		712,883
			1,425,766